

Access to Care: Structural Racism in Veterinary Medicine

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09/14/2022

CU-CSU Summit X
Research in Health Equity and Social Determinants



Convention 2022



- The latest point-in-time homeless count in the US was 580,000 (2021)
- Most likely the actual number is about twice that amount, and growing
- It is estimated that about 10-15 % of the unsheltered have pets

The Indigent Client: Veterinary Medicine's Biggest Challenge?

indigent

adjective in·di·gent \'in-di-jənt\
: lacking money : very poor



Pets and Poverty

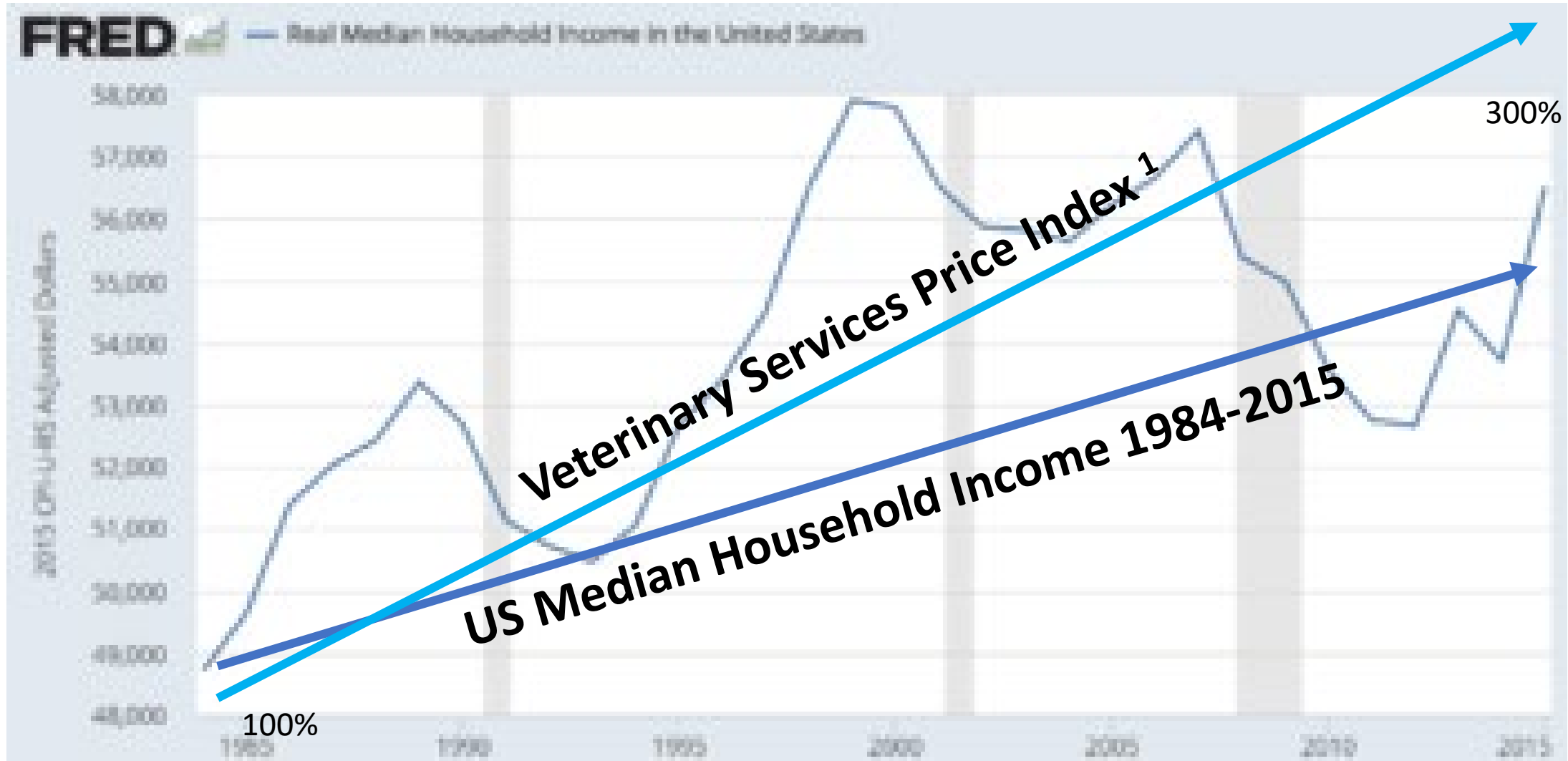
Currently there are at least 19 million pets living with U.S. families whose income level is below the poverty line, which is triple the number of dogs and cats who enter animal shelters each year, and there are millions more in working poor and middle-class families struggling with the cost of caring for their pets¹



1. Arrington, A, Markarian M, Sustainable Development Law & Policy Volume 18 Issue 1 *Animal Welfare in the Context of Human Development* Article 11 Serving Pets in Poverty: A New Frontier for the Animal Welfare Movement: Feb 2018
American University Washington College of Law

The Affordability Gap

US Median Household Income 1984-2015

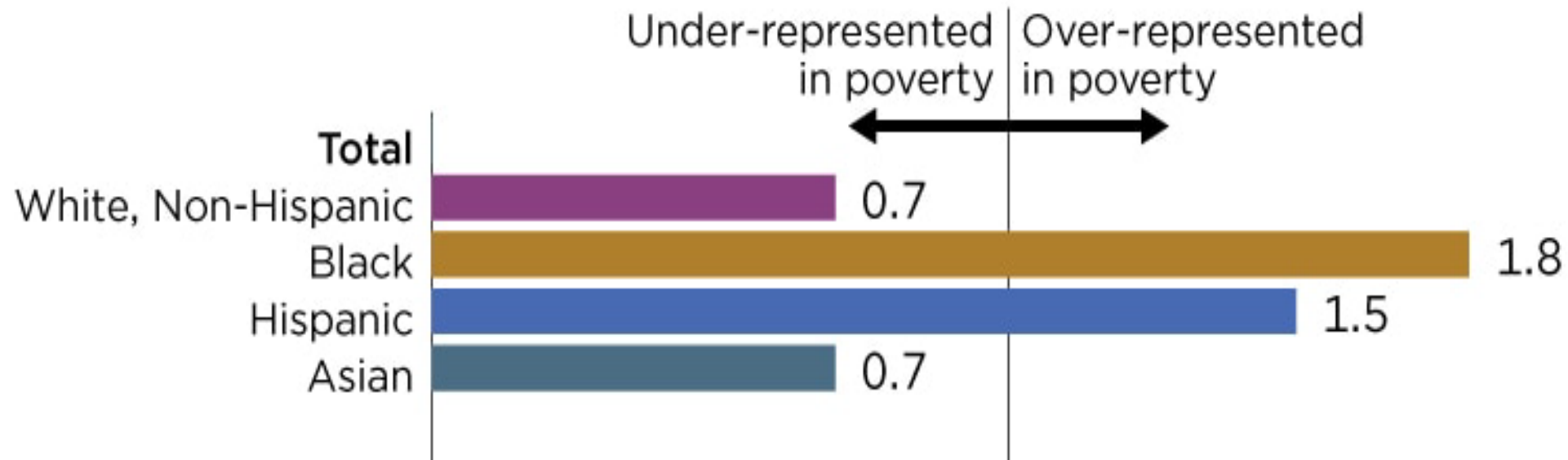


2016 AVMA Report on the Market for Veterinary Services

CU-CSU SUMMIT X

Our clients are getting richer and whiter

Ratio of Proportion in Poverty Relative to Total Population by Race and Age



US Census Bureau 2020

- According to the latest data from the U.S. Census Bureau — namely, the 2019 American Community Survey, 5-Year Estimates — the [U.S. poverty rate nationally is 13.4%](#). This means that 13.4% of the national population lives below the poverty line. This is equal to more than approximately 42.5 million Americans living below the poverty line.

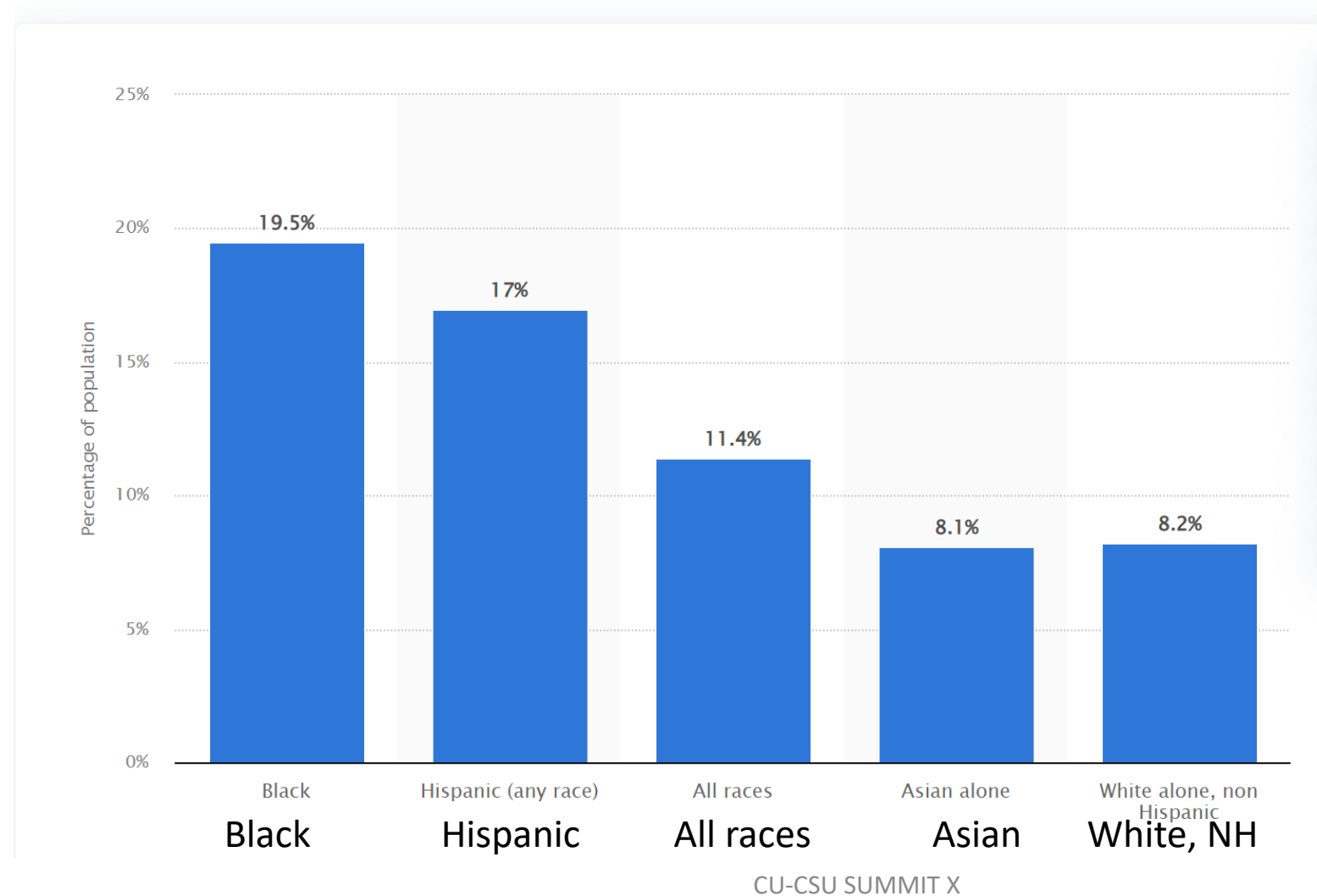


Those we have left behind....

Economy & Politics > Economy

STATISTICA*

Poverty rate in the United States in 2020, by ethnic group



Structural Racism in Veterinary Medicine: Could this be a deterrent to improved DEI?

“the five least racially diverse health occupations are **Veterinarians (93.8% White Non-Hispanics)**, SpeechLanguage Pathologists (92.8%), Chiropractors (92.4%), Audiologists (91.9%), and Occupational Therapists (89.7%...”

Facilitating Racial and Ethnic Diversity in the Health Workforce, University of Washington Medical School, Dept. of Health and Workforce Studies, July 2015.
http://depts.washington.edu/uwrhrc/uploads/FINALREPORT_Facilitating%20Diversity%20in%20the%20Health%20Workforce_7.8.2015.pdf

Study of diversity of 425 occupations in the US

Nov. 2017

HHI=Herfindahl-Hirschman Index (HHI)
The HHI is a quantitative measure that reflects concentrations of each racial group within the workforce.

The Least Diverse Jobs In America

These occupations have the least racial diversity in America, represented by a high HHI

Rank	Occupation	HHI
1	Veterinarians	0.875
2	Audiologists	0.856
3	Conservation Scientists And Foresters	0.848
4	Millwrights	0.836
5	Chiropractors	0.829
6	Medical Transcriptionists	0.827
7	Tool and Die Makers	0.818
8	Aircraft Pilots and Flight Engineers	0.809
9	Speech-Language Pathologists	0.806
10	Nurse Anesthetists	0.803
11	Environmental Scientists and Geoscientists	0.790
12	Sales Engineers	0.787
13	Podiatrists	0.785
14	Occupational Therapists	0.775
15	Surveyors and Cartographers	0.766

Rank	Occupation	HHI
16	Dental Hygienists	0.765
17	Metal and Plastic Forging Machine Operators	0.757
18	Manufacturing Sales Representatives	0.754
19	Nurse Practitioners and Nurse Midwives	0.752
20	Fire Fighter Supervisors	0.751
21	Lawyers, Judges and Magistrates	0.751
22	Small Engine Mechanics	0.748
23	Psychologists	0.747
24	Writers and Authors	0.741
25	Surveying and Mapping Technicians	0.740
26	Embalmers and Funeral Attendants	0.740
27	Technical Writers	0.740
28	Agricultural and Food Scientists	0.738
29	Morticians, Undertakers, and Funeral Directors	0.734
30	Librarians	0.734



Mission statement

The mission of the Association is to lead the profession by advocating for our members, and advancing the science and practice of veterinary medicine to improve animal and human health.

Core values

Our core values focus the association to be:

- Ethical:** We act with integrity, honesty and respect.
- Inclusive:** We represent and support a diverse community of veterinarians with unique perspectives. ????
- Science-based:** We lead with science, providing trusted and evidence-based information, and promote research to improve the health and wellbeing of animals and humans.
- Animal-focused:** We support veterinarians in their stewardship of animal health and welfare, and their role in promoting public health.
- Member-centric:** We are accountable to the needs of our members.
- Supportive:** We invest in the development of our staff and volunteer leaders.
- Fiscally responsible:** We practice prudent financial decision-making and accountability.
- Efficient:** We continuously assess and improve our delivery of products and services.
- Innovative:** We promote creativity and embrace change.

Goal

The association's goal is focused squarely on our efforts to grow member value by increasing member satisfaction and market share across all segments of the profession.

How can the veterinary profession engage in a more meaningful way with the world?



One Health Community Outreach: A New Model of Rural Healthcare Delivery



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